

Tentative Agreement on Health Insurance

KEA is requesting a change in insurance plan options beginning November 1st or as soon as possible thereafter, the base insurance plan will be changed to the plan 90% E and the plan 80% G will be eliminated. There will be no change in the prescription plan.

Four health insurance plans will be offered. Plan 90% E contains the insurance increase to \$18/month per unrestricted FTE (Full Time Equivalent). The 80-G plan will be dropped.

Available Health Plans for 2010-2011

Plan	Deductible	Co-Insurance Maximum	Cost to Member
90/70% plan A	\$100 individual/\$300 family	None	\$151/month
100% plan F	\$100 individual/\$300 family	None	\$104/month
90% plan E Base Plan	\$300 individual/\$600 family	10% up to \$600 individual/\$1,800 family Plan pays 100% after deductible and Co-pay is met.	None
High Deductible plan J	\$2,500 individual/\$5,000 family	\$2,500 individual/\$5,000 family	* Rebate of \$347/month minus payroll tax

Those KEA members who are currently enrolled in the 90/70% plan A as of September 30th 2010 will have the increase paid for out of the KEA reserve until October 1st, 2011.

Enrolling in plans A, F or J is a personal choice made during open enrollment periods. The Cost to Member amounts or rebates will be the difference between the cost of plan E and the chosen plan. Rebates will be reduced by applicable payroll taxes.

The District will redirect the married couples discount for KEA members to the KEA Insurance Reserve in the amount of \$21,762 for the 2010-2011 school year. Each year thereafter, the entire amount of the married couples discount for KEA members will be directed to the KEA Insurance Reserve. The increase beyond \$1,141 (medical) will be paid according to the KEA contract (from the KEA Insurance Reserve). It is understood that by 2012-2013 the KEA Insurance Reserve will likely be inadequate to cover the increase above the base of \$1,141 and that the parties agree to begin negotiations as per KEA contract language.

Tentative Agreement for Extra Duty Stipend 2010-2011

This language renames and reorganizes the old Oak Hill stipends so that each K-8 has stipends for coaching sports.

Position	Number	Stipend	Total
6-8 Basketball Coach (A&B)	4	\$1,600	\$6,400
6-8 Co-Ed Soccer Coach	6	\$600	\$3,600
6-8 Drama Director	1	\$1,491	\$1,491
6-8 Flag Football Coach	4	\$600	\$2,400
6-8 Softball Coach	1	\$1,488	\$1,488
6-8 Track Coach	2	\$1,488	\$2,976
6-8 Volleyball Coach	4	\$600	\$2,400
6-8 Wrestling	1	\$1,488	\$1,488

Co-Ed Soccer is so popular that the larger K-8 schools Pomo and Lower Lake have been fielding 2 teams each. The smaller K-8 schools East Lake and Burns Valley have been fielding 1 team each.

The difference of \$3,859 reverts to the District to support the 6-8 Athletic Program. For example: league fees, awards, equipment tournament entry fees, or referees.